



CERTIFICATION OF UNDERSTANDING

As a candidate in the California Department of Corrections and Rehabilitation (CDCR) Correctional Officer examination, it is important that you understand you will be working in an adult correctional institution (prison) environment. You will be in direct contact with convicted felons who have been incarcerated for varying periods of time in a CDCR facility. As a Correctional Officer, you are responsible for protecting the public, staff, and inmates in your assigned facility.

Facilities operated by the CDCR operate 24 hours per day, seven days per week--this includes weekends and all holidays. Due to the necessary coverage of all shifts, you will be working various shifts and should be prepared to work at any time and on any day of the week.

Please read the policies below. As a Correctional Officer, you will be expected to enforce the policies of the Department and abide by the standards set for Correctional Officers. If you do not understand the information on this sheet or the policies; feel that you would or could not enforce the policies or abide by the standards; or need clarification; please ask for a Prescreening Interview before signing this document.

GROOMING STANDARDS

The CDCR has a grooming standard for Correctional Peace Officers. All employees, regardless of assignment, shall be clean and well groomed. Specific personal grooming standards pertaining to facial hair, hair length, hair color, fingernails, cosmetics and jewelry can be found in the Department Operation Manual, Chapter 3, Section 33020.6.1.

Additional grooming and uniform guidelines are covered in the Cadet Handbook. Upon accepting an assignment to an institution, each cadet will receive a cadet handbook. The Department Operation Manual and the Cadet Handbook can be viewed on-line at www.cdcr.ca.gov.

NO-HOSTAGE POLICY

The CDCR has a no hostage policy. The policy states:

"Employees must not permit inmates or others to use hostages to escape from custody or otherwise interfere with orderly institutional operations. Hostages will not be recognized for bargaining purposes. All inmates, visitors, and staff will be informed of this regulation."

USE OF FORCE POLICY

The CDCR has a use of force policy. As a Correctional Officer you may be required to use a variety of reasonable force techniques to ensure the safety and security of the institution in which you work. This could range from the use of verbal instructions and orders to the use of firearms. Please read the entire Use of Force Policy on the reverse side of this sheet and be certain that you understand it before signing this Certification of Understanding.

Sign below to indicate you have read and understand the information and policies stated on this sheet.

I certify that I have read and understand the above information and policies. I understand that as a Correctional Officer I will have to work in the conditions described and enforce the policies and standards as stated above. Having understood the foregoing information, I am willing to proceed with the Correctional Officer selection process.

My examination identification
number is: _____

Date: _____

Name (Print)

Signature



USE OF FORCE POLICY

The CDCR has a use of force policy. There are five types of force recognized by the Department:

1. Reasonable Force: The force that an objective, trained and competent correctional employee, faced with similar facts and circumstances, would consider necessary and reasonable to subdue an attacker, overcome resistance, effect custody, or gain compliance with a lawful order.
2. Unnecessary Force: The use of force when none is required or appropriate.
3. Excessive Force: The use of more force than is objectively reasonable to accomplish a lawful purpose.
4. Non Deadly Force: Any use of force that is not likely to result in death.
5. Deadly Force: Any use of force that is likely to result in death.

"Use of Force Options" are the choices available to an employee when selecting a reasonable force option.

The choices include, but are not necessarily limited to:

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| ▪ Verbal persuasion or orders. | ▪ Physical strength and holds. | ▪ Handheld batons. |
| ▪ Chemical agents and/or other immobilization devices. | ▪ Less-lethal weapons: A "less lethal weapon" includes the 37 mm launcher and any other weapon when used to fire less lethal projectiles. | ▪ Firearms: A "firearm" is a weapon used to fire lethal projectiles. |

It is the policy of the Department to accomplish the custodial and correctional functions with minimal reliance on the use of force. Employees may use reasonable force as required in the performance of their duties, but unnecessary or excessive force shall not be used.

The Department recognizes the sanctity of human life. Therefore, deadly force, defined as any force that is likely to result in death, will only be used when it is the reasonable force needed to:

1. Defend the employee or other persons from an immediate threat of death or great bodily injury. Great bodily injury is an injury, which creates a substantial risk of death.
2. Prevent an escape from custody.
3. Stop acts such as riots or arson that constitute an immediate jeopardy to institutional security and, because of their magnitude, are likely to result in escapes or the death of other persons.
4. Dispose of seriously injured or dangerous animals when no other disposition is practical.

A firearm shall not be discharged if there is reason to believe that persons other than the intended target will be injured.

Firearms may be discharged as a warning only in an institutional/facility setting and **only when deadly force is permitted as outlined above.**